



# Equal Opportunity Program News

Fort Leonard Wood, MO

The FLW community has several opportunities to recognize Soldiers and Civilians on a National level. These are Equal Opportunity Awards selected annually. We have many deserving

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## EQUAL OPPORTUNITY AWARDS

**Federally Employed Women (FEW) Military Meritorious Award:** The purpose of the FEW's Military Service Award is to recognize an outstanding military service member within the Armed Forces who has distinguished herself/himself with significant contributions to their service, the advancement of women, and our nation by one or more of the following: SEE MANSCEN EOP for further details

**Woman History Month Role Model Award:** Nominees must be military or civilian females working in STEM career fields and or DOD student employed opportunities.

**National IMAGE inc. Meritorious Service Award;** is presented to military service members who have distinguished themselves by promoting the tenets of civil/human rights, race relations, race, and/or public service. The mission of IMAGE, inc. is to enhance the employment, education, and civil rights of Hispanic Americans.

**The Federal Asian/Pacific American Council (FAPAC) Meritorious Service Award:** Military personnel who have distinguished themselves in the war on terrorism, whose activities best support the ideas of Duty, Honor, Country, or who best epitomizes the core values and the citizen-warrior attributes of their respective Military service. nominees should have made significant contributions to the advancement of Asian Pacific Americans (APAS) and the promotion of diversity/equal employment opportunity in the federal work force and the APAS community.

**League of United Latin American Citizens (LULAC) Excellence in Military Service Award:** The award will be presented to the men and women who have distinguished themselves in the global war on terrorism; whose activities best support the Ideals of duty, honor, country; and who best epitomize the core values and the citizen-warrior attributes of their respective military service.

**National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renown Award;** is to be awarded to a military member or department of Defense civilian employee who has:



**Dear Miss Mille:** Why is it that we have several ethnic observances but we don't recognize the efforts of white people?

**Just Curious:** The intent of regulatory required observances is to educate the populous about different ethnic groups and genders they false biased perceptions and stereotypes about. These erroneous perceptions can lead to discriminatory behavior and minimalism of minority accomplishments. Most people do not need to be educated about white Americans. They are educated in school on their accomplishments and history in detail. They live within the white race norms every day. White Americans do not live within the norms of minority groups unless they go to other communities or make an effort to learn on their own. This lack of knowledge leads to cross cultural communication barriers and discrimination. This is why we hold ethnic observances.

AR 600-20 table 6-1 specifically delineates the timetable for each special commemoration/ethnic observance. Since 1968, DoD has supported ethnic observances through the development of local programs of recognition and many diverse activities. Activities are designed to enhance cross-cultural awareness and promote harmony among all military members, their families, and the civilian work force. They are set aside to recognize the achievements and contributions made by members of specific racial or ethnic groups in our society. The focus of the observances should be directed toward encouraging interaction and not just recognition.

**Equal Opportunity Training and Education**

-Miss

Millie

**C02**

**Consideration of Others (C02)** training for the 4th quarter, FY 06 will be held 18 and 19 July 06. Contact your Brigade S3 schools or your branch specific detachment EO representative for more information.



## Special Emphasis Programs

### The Need for Special Emphasis Program Managers

Federal laws, Executive Orders and implementing regulations from the Equal Employment Opportunity Commission (EEOC) mandate programs to ensure that equal opportunity in employment and equal treatment of employees exists in the Federal sector. They also mandate programs in affirmative employment to ensure that minorities, women, and individuals with disabilities are fairly represented in all occupations and at all levels of the organization. As these programs developed, the need arose for individuals who would provide immediate work site contact in each of the special emphasis areas.

Three special emphasis program areas are specifically required by regulation. They are:

The Hispanic Employment Program (HEP), the Federal Women's Program (FWP) and the Program for Individuals with Disabilities. Each Federal agency may also identify additional program areas that require special emphasis. They include: The African American or Black Employment Program (BEP), the Asian/Pacific Islander Program (APIP) and the Native American Program (NAP).

The current program managers here on Fort Leonard Wood are:

Clem Perez - Hispanic Employment Program

Jocelyn Morris - Federal Women's Program

Mac McNair - Individuals with Disabilities Program

Kim Monte - Asian/Pacific Islander Program

## EO Review

It is good to review equal opportunity definitions from time to time. So let's review:

**VICTIM FOCUS:** Victim focus is a reactive problem-solving approach which narrowly defines social problems in terms of the victims. It sees the victim as the cause of the problems, and focuses on how we can fix the victims and integrate them back into the system. In other words, there is sometimes a tendency to "blame the victim" rather than looking at the entire picture to determine exactly what the problem is.

**SYSTEM FOCUS:** System Focus is a proactive problem-solving approach which broadly defines social problems as being part of, or caused by, the system, organization, society, or community. We look at the system which produces the victims, and address the problem by determining how we can change or improve the system as well as the victims, to prevent further problems. System focus is a much broader approach to problem solving. It looks at problems as possibly being caused by the system, not the individual.

**EXAMPLE:** A Soldier files a sexual harassment complaint based on profanity. During the investigation the Investigation Officer comes back to the commander and says "Sir The accused is using profanity, but did you know that the complainant has been engaging in unprofessional behavior and cursing themselves"?

This is victim focus. It may be true, the complainant may be cursing, but it has absolutely nothing to do with whether the accused is guilty of using profanity and should have no bearing on the

**MANSCEN**  
Working together to Achieve More through Dignity  
and Fort Leonard Wood